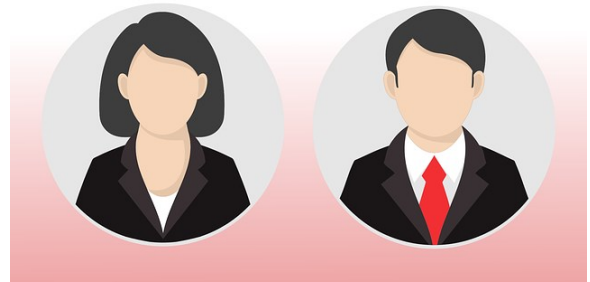


# 2017 Gender Pay Gap Report

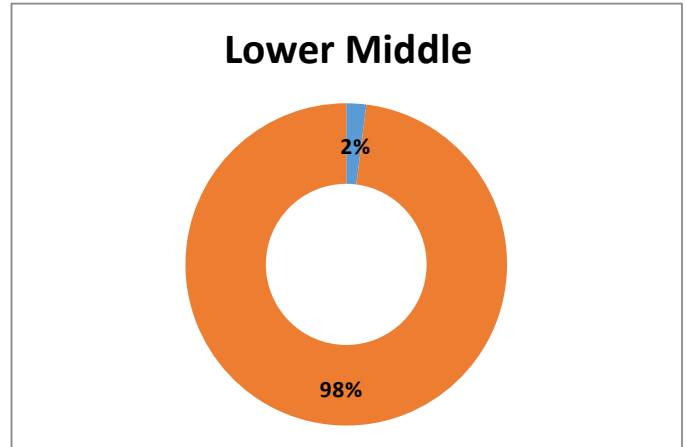
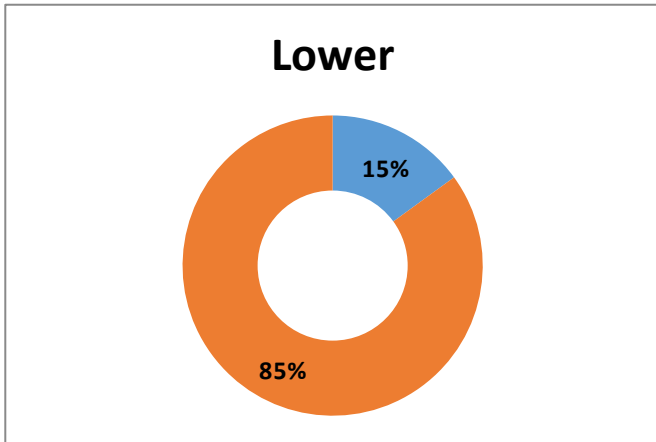
Omar Park Homes Limited has an enviable reputation for being the UK's leading manufacturer of park homes and luxury lodges. Established in 1965, Omar sets the industry standard for quality, design and innovation. This Gender Pay Gap Report is based on data as at 5th April 2017. At this date, Omar employed 392 staff with 348 (89%) being male and 44 (11%) being female.

## Our Pay and Bonus Gender Gap is as follows:

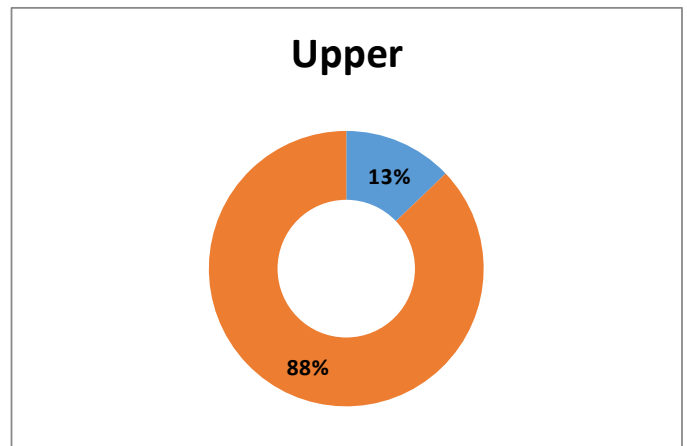
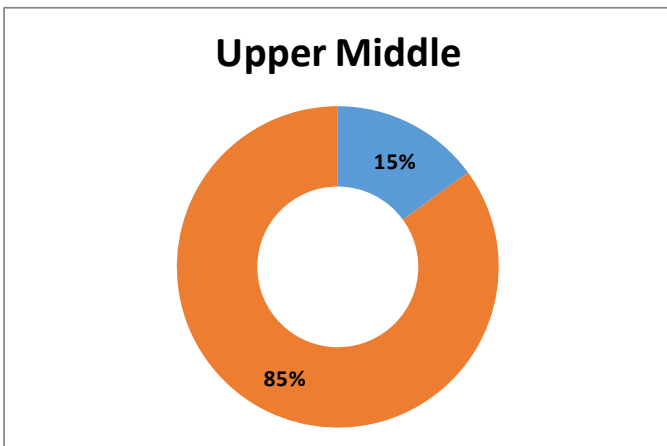
	Mean	Median
Pay	-2%	-3%
Bonus	-56%	0%



## The Proportion of males/females in each quartile pay band is as follows:



Male Female



## Commentary:

- \* The UK average gender pay gap is 18%
- \* Omar's Gender Pay Gap currently shows the average pay of our female employees to be 2% above that of their male colleagues, mainly driven by the sheer volume of male employees in manufacturing roles with female employees being mainly represented in professional and support roles
- \* There are no differences in pay rates for different genders occupying equivalent roles
- \* The difference in the mean bonus figure is explained by the number of female employees who have attracted a discretionary performance bonus in the past year. 75% of female employees received a bonus payment in the 12 months to 5th April 2017, compared to 74% of males.
- \* Overtime is not considered in calculating Gender Pay Gap and the large majority of male employees in the manufacturing area are able to work regular overtime if they choose. Overtime is not typically available to office-based employees.
- \* The industry is quite heavily male dominated with only about 1 in 10 employees being female, as traditionally heavy manufacturing and skilled construction trades have not been areas that females have entered into when selecting a career. This results in the majority of the female employees at Omar being in the more traditional professional and administrative roles.
- \* It should be noted that we have 1 female member of the Senior Leadership Team and 5 females in senior business roles, managing functional areas.
- \* In determining pay and reward for our employees we balance a number of factors, including the economic climate, company performance as well as external market rates for equivalent roles.



Karen Wilson, HR Director. 31st August 2017